



EMPLOYEE ENGAGEMENT AND EMPLOYEE VOICE

Seeing the importance of what
Employee Voice can bring to your
organisation

broad  **hr**

EMPLOYEE ENGAGEMENT AND EMPLOYEE VOICE

Employee voice is the means by which **employees communicate their views** to their employer and **influence matters that affect them at work**. It helps to build **open and trusting relationships** between employers and their people which can **contribute to organisational success** (CIPD 2020).

In organisations employees are at the forefront of business operations, **knowing your customers, your processes, your systems** and knowing where areas of **improvements** could potentially be made too.

Employees have a lot to offer and share with their employers which can help to **make a difference** in shaping the business for the future. Many organisations do not consider asking their employees for feedback and input into changes within the business and they are missing out on potentially the best ideas that could make the biggest impact.

There are **benefits to both the employer and the employee** by having an embedded employee voice within an organisation;

For employers giving employees a voice helps;

- Contributes to **innovation** across the organisation, allowing others to share their **ideas and creativity**
- Increase **organisational improvement**
- Increase **productivity**
- **Reduce absenteeism**
- Lower turnover rates, helping you **keep your best employees**
- To **understand employees** better and understand what motivates them

For employees being involved and being heard can lead to;

- Greater **job satisfaction** and **commitment** to the organisation
- Increased levels of **motivation**
- Increased **productivity**
- Increased **wellbeing**
- Improved experience at work and overall **job quality**
- Feeling **valued**

Empowering your employees with a voice within your business will give your employees an increased level of commitment and engagement to your organisation and overall will help you achieve your business goals.

The question is does employee voice happen within organisations effectively to ensure it brings the best results?

And how effective is it within your organisation?

The key to making employee voice successful in any organisation starts with **effective communication from leadership** and ensuring that the relevant **information is shared** with the relevant people at the right time as this will enable **strong decisions and outcomes** to be reached.

Ways to implement Employee Engagement through Employee Voice

There are a number of ways you can introduce and embed employee voice within your organisation.

Employee Forum

An employee forum is designed to help to seek ways of improving the business. It has a key focus and purpose with regular meetings set up with employees that represent the whole company.

To make it work effectively organisations should

- Agree who will be the employee representatives within the business
- Agree how regular the meetings will be
- Agree communication between the representatives and their teams and to the wider business
- Have a clear terms of reference throughout the company

Employee Engagement Champions

The role of employee engagement champions can develop and change over time so they are relevant to what's going on in your company at a specific time. Employee Engagement Champions can play a key role in sharing information throughout the business in a way that is suitable to their audience and obtain feedback from their listeners.

Employee Focus Groups

Employee focus groups enable a group of employees to review a subject, area, or process within the business and to provide ideas, solutions and feedback on improvements that could be made. These can be effective when a review is required within a specific team to help ensure everyone is involved and understands the aim of the focus group.

It's a great way of getting feedback from employees and you should encourage employees to be open and honest in their thoughts.

Employee Survey

These can be useful to provide you with an indication at a point in time of what engagement levels are like within your business. The results can be broken down in teams/departments and it helps an organisation to identify any areas of concerns that they need to focus on in the future.

These can be done as frequently as you want, some surveys are designed to be completed annual and others could be done weekly, monthly or quarterly.

Employee Ideas and Feedback

Ask your employees for their ideas on improvements that could be made within the business. This could be linked to reviewing and improving processes to make them lean, or suggesting ways in which teams can help feed in to meet specific strategic objectives within the company. Sometimes the best ideas come from those who are actually the ones carrying out the job as they know where the barriers may be and may have innovative ways of overcoming them.

You could introduce an employee ideas scheme which is open throughout the year and enables employees to submit their ideas to a panel to review.

Contact Us

If you would like to find out how BroadHR can help your organisation, please get in touch



www.broadhr.co.uk



contact@broadhr.co.uk



07756 089833



[@DanniBroadman](https://www.linkedin.com/company/broadhr)